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Army Performance Improvement Criteria "APIC"

Training Module 1

"Leadership"

INTRODUCTION

- This APIC training module is designed to familiarize the organization staff with the basic principles, concepts, and processes of the Army Performance Improvement Criteria.

- The training has been designed in short "two minute" modules that allow the staff to learn weekly without interrupting the work schedule.

APIC Criteria

- The Army Performance Improvement Criteria includes seven categories of performance criteria:
  1. Leadership
  2. Strategic Planning
  3. Customer and Market Focus
  4. Measurement and Analysis
  5. Human Resources Focus
  6. Process Management
  7. Business Results

APIC 1.0 - Leadership

- The APIC Leadership category examines how the organization's senior leaders address values, direction, and performance expectations.

- This category is divided into two key performance areas (KPAs)
  - 1.1 Senior Leadership
  - 1.2 Governance and Social Responsibilities

APIC 1.1
Senior Leadership

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- **This key performance area examines the aspect's of our organization's senior leadership and governance system.**
- **It examines how leadership and performance are reviewed.**
- **It focuses on the actions of senior leaders to create and sustain a high-performance organization.**

APIC 1.2
Social Responsibility

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- **This key performance area examines how our organization fulfills its public responsibilities.**

- **This includes ensuring we (and our organizational partners) behave ethically, and encourage, support, and practice good citizenship.**

More Information about the Army Performance Improvement Criteria and the
"APIC" website can be found at:

http://www.hqda.army.mil/leadingchange